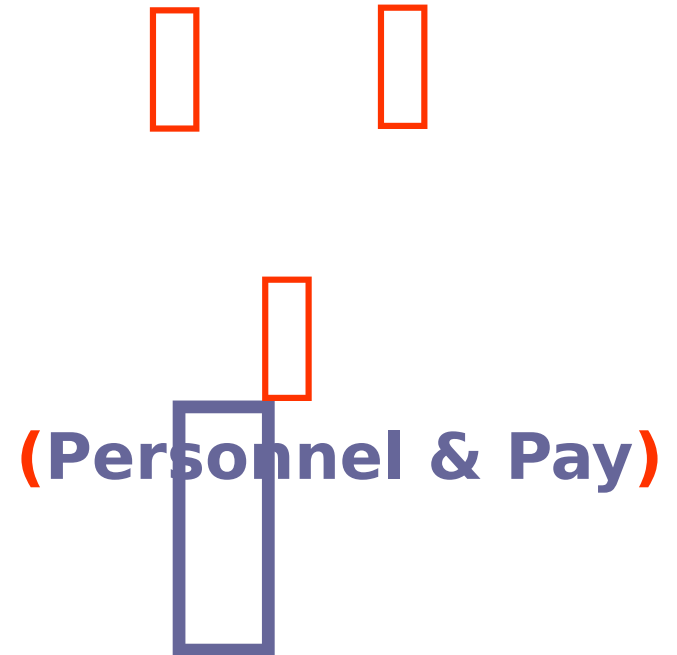




Defense
Integrated
Military
Human
Resources
System





Agenda

- ✓ **DIMHRS History**
- ✓ **What is DIMHRS?**
- ✓ **Project Overview**
- ✓ **Program Billets and Organizational Roles**
- ✓ **Conclusion & Questions?**

DIMHRS HISTORY



DIMHRS Personnel/Pay

Chronology (Pre-DIMHRS)

→ 1992

- Initiated Mil Per IM Program, Established Joint Integration Group
- Developed Strategic Plan, High Level Functional Model
- Focused Program on Functional Needs

→ 1992 - 1995

- Assessed Legacy systems/Developed Personnel Data Model/Standards
- Implemented Numerous BPR Initiatives
- ***Developed Coordinated Approach for Standard Systems with Services***

→ 1995 - 1996

- DSB Task Force Convened
- ***Recommendations Coordinated within DoD and Accepted***
- Implementation Delayed by Congressional Language

→ 1997

- Functional Requirements Definition under way



DIMHRS Personnel/Pay

Chronology (New DIMHRS)

→ 1998

- USD(P&R) Approved Mission Need Statement - February 24
- C3I Approved Milestone - 0 - February 27
- *New Congressional Language expands program (Manpower and Training)*

→ 1999

- Program continued as DIMHRS (Pers/Pay)

→ 2000

- MS I ORD approved by JROC
- Navy installed acquisition oversight organization (PEO/IT)
- C3I approved Milestone I - October 27

→ 2001

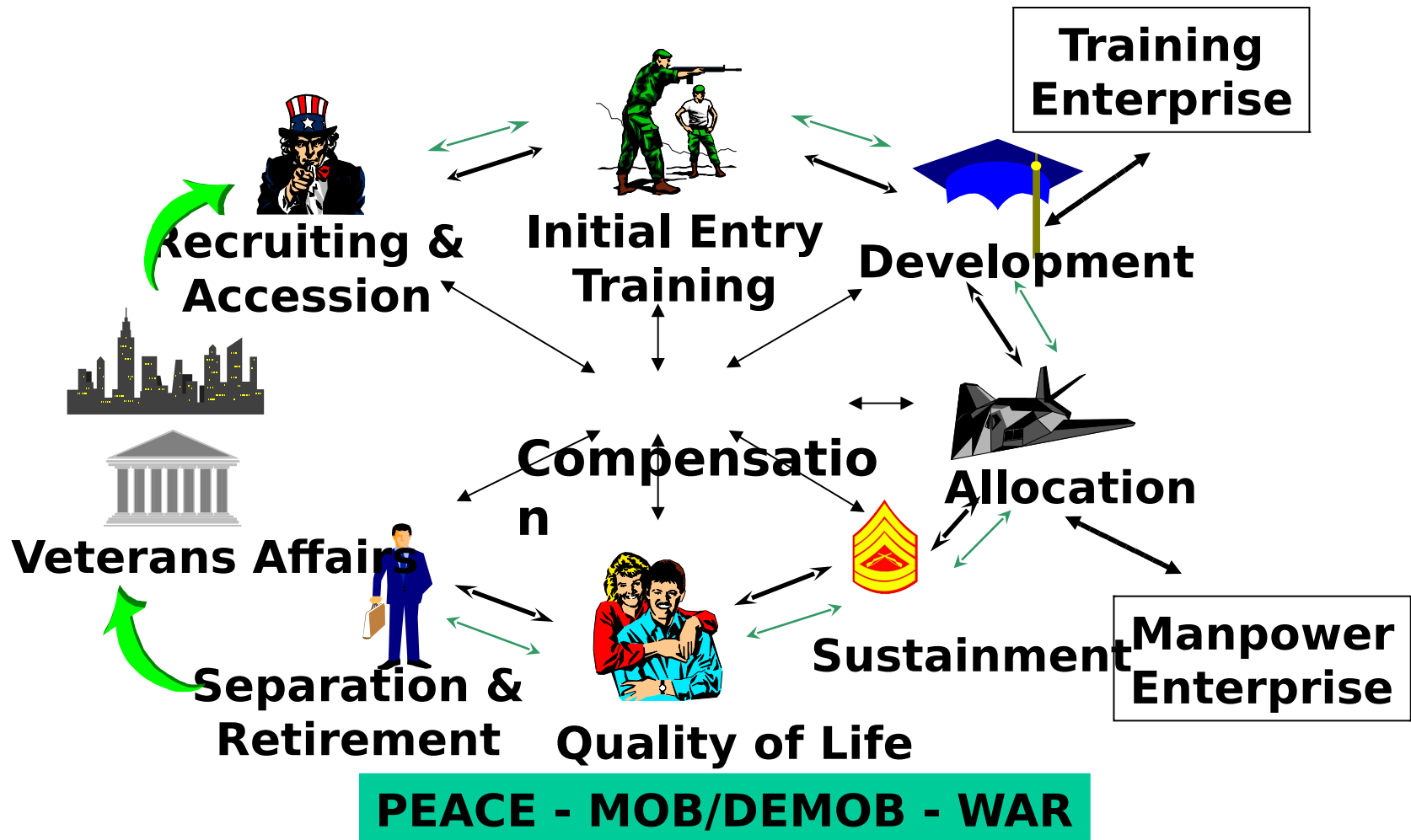
- COTS Selection (PeopleSoft) - March
- MS II ORD validated by JROC - August
- COTS Initial Analysis Completed - August
- Comprehensive Analysis gets underway- October

WHAT IS DIMHRS?



DIMHRS Personnel/Pay

Military Personnel Life Cycle





Military Personnel Life Cycle Description

- **Process Accessions**
 - The functions to accept individuals into the military, to include creating an automated record for the member
- **Develop Personnel**
 - The ongoing processes of enhancing a military member's personal and professional skills.



Military Personnel Life Cycle Description (Cont)

- **Manage Personnel Strength**
 - The functions associated with developing, analyzing and implementing manpower plans and monitoring strength levels against those plans.
- **Sustain Personnel**
 - The processes that support managing careers, evaluating personnel, managing recognition programs, promoting personnel, and processing casualty information.



Military Personnel Life Cycle **Description (Cont)**

- **Support Quality of Life**
 - The functions providing for or supporting programs designed to enhance personal readiness and family well-being.
- **Perform Military Personnel and Pay Administration**
 - The administrative functions that support organizations, compensation, and military personnel.



Military Personnel Life Cycle Description (Cont)

- **Transition Personnel**
 - The functions associated with the transfer between Services and/or components, or termination of affiliation.

PROJECT OVERVIEW



DIMHRS Personnel/Pay

Project Benchmarks



- ☐ **Milestone B and authorization for development desired by 31 July 2002**
- ☒ **PeopleSoft 8 selected in March 2001**
 - ☒ Initial Analysis Concluded in August 2001
 - ☐ Comprehensive Analysis of PeopleSoft 8 is underway
 - ☐ Human Resources & Associated Modules are being Analyzed
 - ☒ North America Payroll Analyzed
 - ☐ Global Payroll is being Analyzed



DIMHRS Personnel/Pay

Project Key Attributes

- **Mission Need Statement- Identified five deficiencies for DIMHRS (Pers/Pay) to address:**
- ✓ CINC's do not have timely and accurate personnel data access
 - ✓ Lack of standardized data across Services
 - ✓ Called up Reservists sometimes lost in system
 - ✓ Personnel are not tracked into and around theater
 - ✓ Linkages between personnel and pay differ among Services



DIMHRS Personnel/Pay

Project Key Attributes (Cont)

- Will be a fully integrated personnel and pay system for all Components within the Department of Defense**
- Will address major deficiencies in the delivery of military personnel and pay services**
- Will replace the Marine Corps Total Force System and its associated input systems**
 - ✓ Currently scheduled for April 2005**



Project Key Attributes (Cont)

- **Comprehensive Analysis of PeopleSoft 8 is underway**
 - Requirements Definition
 - Identify Fit/Gaps
 - Define Processes
- **Validation Workshops will be conducted for each Business Area**
 - ✓ Workshops are the primary vehicle for ensuring USMC requirements are defined for the Program
 - ✓ Anticipate a three to four day validation workshop for each Business Area
 - ✓ Timeline to conduct workshops are in the Aug/Sep 02
 - ✓ Workshop Subject Matter attendees will be invited to participate



“Proposed” Migration Strategy



Migrate US Army systems (Feb 04)

- Focus on replacement of

Migrate US Navy systems (Jan 05)

- Focus on replacement of HQ
Databases



Migrate US Marine Corps Systems (Apr 05)



Migrate US Air Force Systems (Apr 05)

PROGRAM BILLETS AND ORGANIZATIONAL ROLES



DIMHRS Personnel/Pay

Program Key Billets

- **Executive Steering Committee**
 - ▮ Director, MP Division, BGen Johnson is USMC Rep
- **Joint Integration Group**
 - ▮ Director, MI Division, Mr. Brown is USMC Rep
- **Program Management**
 - ▮ Capt Carpenter (USN) is the Join Program Manager
 - ▮ Maj Abraham (MIF) is USMC Project Officer
 - ▮ MSgt Sims (MIF) is USMC Analyst
- **JR&IO, Business Process Reengineering**
 - ▮ Maj Speegle is senior USMC Rep
 - ▮ MGySgt Porter USMC Analyst
 - ▮ MSgt Rodriguez USMC Analyst
 - ▮ SSgt Grubb USMC Analyst



Organization Roles



- **MI Division**
 - Overall USMC coordination
 - DIMHRS working groups
 - Staff documents/Policy changes
 - Staffing and drafting USMC responses
 - Responsible for representing USMC interests
 - Point of contact to address program interests



DIMHRS Personnel/Pay

Organization Roles (Cont)



- **Joint Requirements & Integration Office**
 - Re-engineering coordination regarding personnel and pay processes
 - DIMHRS working groups
- **Joint Program Management Office**
 - Program management



CONCLUSION & QUESTIONS?



Conclusion

- **Guiding Principle:**
“Meet or exceed existing capabilities”
- ? Please refer any additional DIMHRS questions to the POCs listed below:

HQMC (MI) POC

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□ (703) 784-9047

□

abrahampf@manpower.usmc.mil

MSgt Mike Sims

□ (703) 784-9765

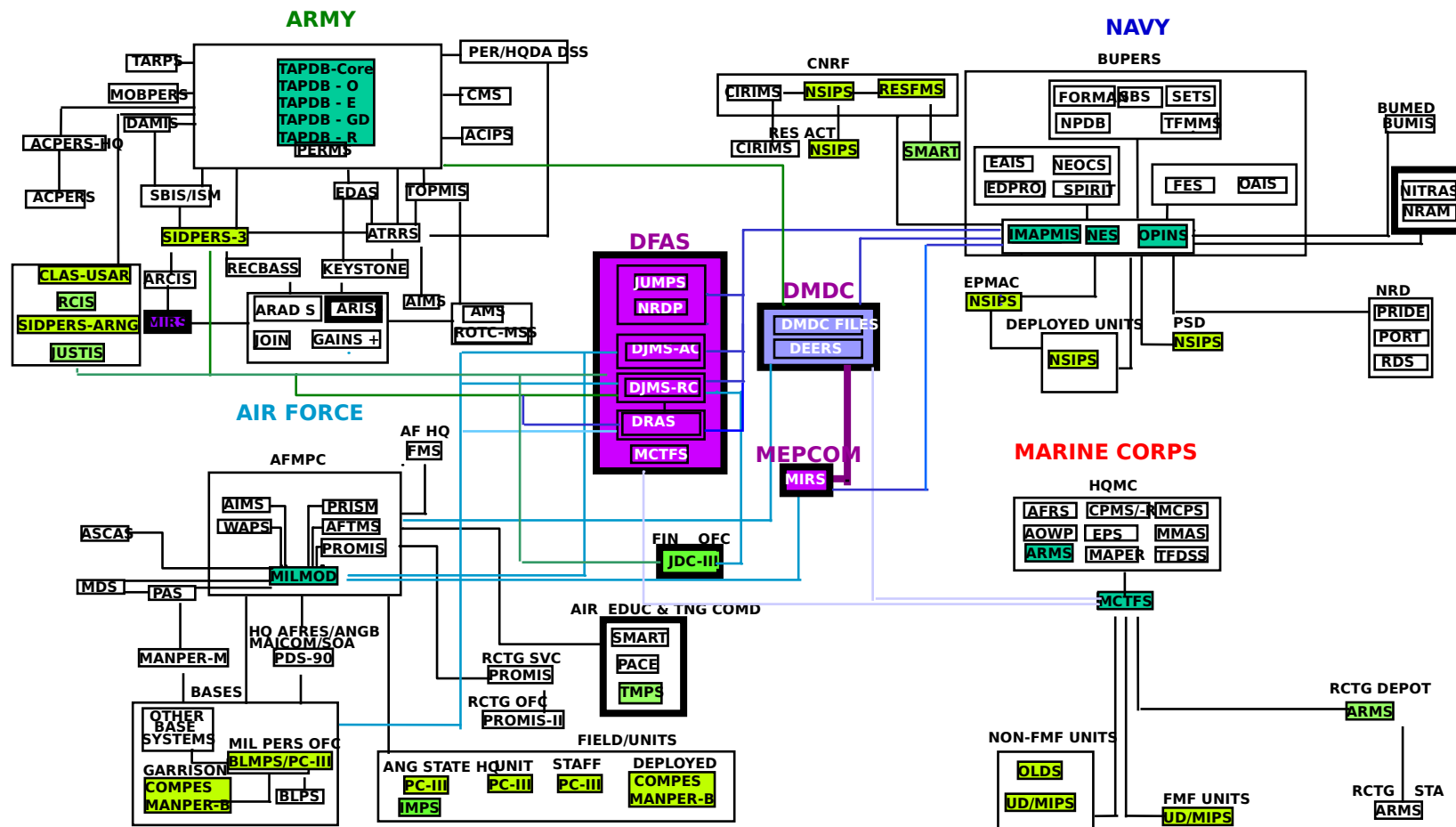
□ simsmh@manpower.usmc

BACK-UP SLIDES



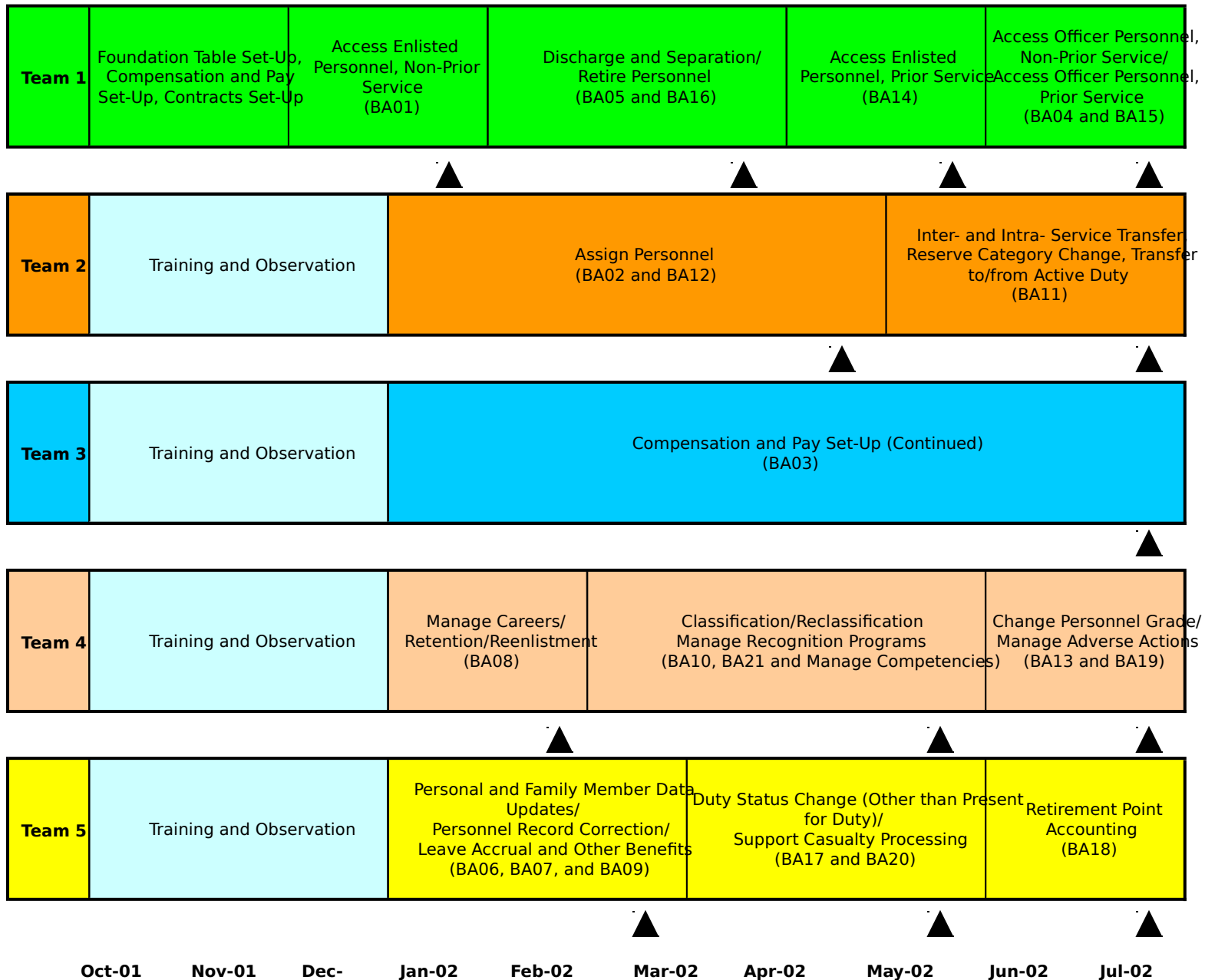
DIMHRS Personnel/Pay

MILITARY PERSONNEL MANAGEMENT AND PAY FUNCTIONAL OPERATIONAL ARCHITECTURE



NOTE: There are several Component-specific feeder systems, I. E. , JDC-II/III, TMPS, IMPS, RCIS, JUSTIS, UMIDS, RSTARS-MP and SMART, that must be maintained to use DJMS in all Components of the Army, Air Force, and Navy. These feeder systems will be eliminated with the full implementation of DIMHRS

Comprehensive Analysis Schedule



Oct-01

Nov-01

Dec-01

Jan-02

Feb-02

Mar-02

Apr-02

May-02

Jun-02

Jul-02